

Response of LHCb management to recommendations from the Equality and Diversity taskforce

We thank the taskforce for its report and recommendations, all of which we are happy to accept.

We note that the report addresses both concerns related to gender and diversity, in particular the specific difficulties encountered by women physicists, but also the challenges that all physicists face in the early stages of their career (typically while a student, or in a first or second postdoc position). In the below, therefore, we speak of Early Career, Gender and Diversity (ECGD).

In order to implement the recommendations contained in the report we propose the following set of actions.

1. We shall appoint two ECGD Officers, one man and one woman, with the following mandate:
 - i. to advise the management on ECGD matters;
 - ii. to be available for listening to and advising colleagues, in a confidential manner, who feel that they are the victims of harassment, discrimination, or other inappropriate behaviour;
 - iii. to collate regular statistics and other relevant information related to gender and, where appropriate, other ECGD matters, so that the collaboration's progress in this area can be monitored (see 3.);
 - iv. to assist the management in scheduling regular open meetings where ECGD matters can be discussed (see 4.).

2. Close attention will be paid to the representation of women among the leadership positions in the collaboration. In particular:
 - i. the management commits to this principle for all appointments for which it is responsible;
 - ii. before the selection of a new Project Leader, a representative from that project is requested to inform the management of the names under consideration for the position. Project Leaders are also requested to inform the management of the names of their intended deputies, prior to a public announcement;
 - iii. as is already the case, the Physics Coordinator will consider gender when appointing the convenors of the various Physics Working Groups. The same will be true of appointments within the Working Groups.

Merit and suitability for the job will remain the principal criteria for all appointments. These measures are intended to ensure that the names of all well qualified candidates are given proper consideration, irrespective of gender.

3. The ECGD Officers will conduct regular surveys of the Working Groups, Projects, Speakers Bureau etc. to collect data relating to the role and representation of women within LHCb and, where appropriate, other ECGD matters. The results of each survey will be documented in an LHCb note and reported to the collaboration. Following this report the management will consider whether any adjustments to procedures are necessary.
4. With the help of the ECGD Officers we shall convene open meetings on several occasions each year. These meetings will help us form a picture of the activities and concerns of women and early career physicists within LHCb. Contributions from the LHCb LGBT community will also be welcome.
5. We shall implement the recommendations concerning gender-neutral language and circumstantial leave.
6. We shall inform the other LHC collaborations of our ECGD-related policies and procedures, and learn more about the practices which exist within these collaborations and other large experiments.

We also support the 'Type 2 recommendations' made to the LHCb institutes.

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